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OGC Has Reviewed

Approved For Release 2002/07/02 : CIA-RDP77-00512R000100030226-5

DD/A 75-4014

per reply
25 August 1975
28 Aug

MEMORANDUM FOR: Director of Central Intelligence

SUBJECT : Allegations by [redacted]
Concerning Administrative Practices in
the CIA

25X1A

REFERENCE : [redacted] Memo to You (ER-75-7462),
dtd 15 July 1975: Same Subject

1. [redacted] a senior officer within
the Office of Personnel, communicated with you on 15 July 1975,
by reference, concerning administrative practices in the CIA.

2. There is attached for your information a memorandum
addressed to you by the Director of Personnel responding to the
issues raised by [redacted] With only one exception, I
completely endorse the position taken on these allegations.

3. One of [redacted] allegations is:

"The overtime regulations of this Agency,
established in 1962, are, I believe, in violation
of Federal law."

The Director of Personnel associates himself with the opinion
on the legality of our overtime regulations as stated by Mr.
[redacted]

4. The Office of General Counsel addressed itself to this
matter on 12 December 1974. A copy of the OGC memorandum is
attached. OGC renders a legal position that the Agency is acting
in consonance with the statute in devising and administering the
overtime pay policy.

[redacted] 25X1

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25X1A 5. I wish to address myself to two matters concerning [redacted] allegations and the reply by the Director of Personnel. I would urge you to very carefully consider any change in our overtime policy as it pertains, in certain selected cases, to the voluntary contribution of the first eight hours of overtime performed by professional employees. This policy has been in existence since 1962, and is universally accepted as a management device of this Agency. Withdrawal from this policy would cost well in excess of one million dollars per year, and would present management with many complex issues, not the least of which would be innumerable requests to authorize premium pay. The Office of General Counsel opinion states we are in a legally defensive position and, I believe, our advice on this matter must be taken from the Agency's attorneys and not its Personnel Officers.

25X1A 6. I do not wish to examine [redacted] motivations in submitting his memorandum of 15 July. Two events that were known to him on that date, however, may have been an influencing factor. Prior to that date, the Director of Personnel informed [redacted] he was being reassigned to other duties within the Office of Personnel. [redacted] which evoked very strong protest from [redacted] secondly, was aware on 15 July that I had directed the Office of Personnel to undertake a review of the position classification policies and procedures of this Agency in an endeavor to ascertain if experiences exist in both the governmental and private sectors unknown to us and which, if studied, could assist us in this admittedly complex and difficult field.

25X1A

Signed: John F. Blake

John F. Blake
Deputy Director
for
Administration

Atts:

1. D/OP Memo dtd 19 Aug 1975
2. OGC Memo dtd 12 December 1974

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